

91ST CONGRESS  
2D SESSION

# H. R. 13008

IN THE SENATE OF THE UNITED STATES

FEBRUARY 17, 1970

Read twice and referred to the Committee on Post Office and Civil Service

## AN ACT

To improve position classification systems within the executive branch, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*  
3       That this Act may be cited as the "Job Evaluation Policy  
4       Act of 1970".

5       TITLE I—CONGRESSIONAL FINDINGS WITH RE-  
6       SPECT TO JOB EVALUATION AND RANKING  
7       IN THE EXECUTIVE BRANCH

8       SEC. 101. The Congress hereby finds that—  
9              (1) the tremendous growth required in the activi-  
10         ties of the Federal Government in order to meet the

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1       country's needs during the past several decades has led  
2       to the need for employees in an ever-increasing and  
3       changing variety of occupations and professions, many  
4       of which did not exist when the basic principles of job  
5       evaluation and ranking were established by the Classifi-  
6       cation Act of 1923. The diverse and constantly chang-  
7       ing nature of these occupations and professions requires  
8       that the Federal Government reassess its approach to  
9       job evaluation and ranking better to fulfill its role as  
10      an employer and assure efficient and economical admin-  
11      istration;

12           (2) the large number and variety of job evaluation  
13       and ranking systems in the executive branch have re-  
14       sulted in significant inequities in selection, promotion,  
15       and pay of employees in comparable positions among  
16       these systems;

17           (3) little effort has been made by Congress or the  
18       executive branch to consolidate or coordinate the various  
19       job evaluation and ranking systems, and there has been  
20       no progress toward the establishment of a coordinated  
21       system in which job evaluation and ranking, regardless  
22       of the methods used, is related to a unified set of prin-  
23       ciples providing coherence and equity throughout the  
24       executive branch;

25           (4) within the executive branch, there has been no

1 significant study of, or experimentation with, the several  
2 recognized methods of job evaluation and ranking to de-  
3 termine which of those methods are most appropriate for  
4 use and application to meet the present and future needs  
5 of the Federal Government; and

6 (5) notwithstanding the recommendations resulting  
7 from the various studies conducted during the last twenty  
8 years, the Federal Government has not taken the initia-  
9 tive to implement those recommendations with respect  
10 to the job evaluation and ranking systems within the  
11 executive branch, with the result that such systems have  
12 not, in many cases, been adapted or administered to meet  
13 the rapidly changing needs of the Federal Government.

14 TITLE II—STATEMENT OF POLICY

15 SEC. 201. It is the sense of Congress that—

16 (1) the executive branch shall, in the interest of  
17 equity, efficiency, and good administration, operate under  
18 a coordinated job evaluation and ranking system for all  
19 civilian positions, to the greatest extent practicable;

20 (2) the system shall be designed so as to utilize such  
21 methods of job evaluation and ranking as are appropri-  
22 ate for use in the executive branch, taking into account  
23 the various occupational categories of positions therein;  
24 and

25 (3) the United States Civil Service Commission

1 shall be authorized to exercise general supervision and  
2 control over such a system.

3 TITLE III—PREPARATION OF A JOB EVALUA-  
4 TION AND RANKING PLAN BY THE CIVIL  
5 SERVICE COMMISSION AND REPORTS AND  
6 RECOMMENDATIONS TO CONGRESS

7 SEC. 301. The Civil Service Commission, through such  
8 organizational unit which it shall establish within the Com-  
9 mission and which shall report directly to the Commission,  
10 shall prepare a comprehensive plan for the establishment of  
11 a coordinated system of job evaluation and ranking for civil-  
12 ian positions in the executive branch. The plan shall include,  
13 among other things—

14 (1) provision for the establishment of a method  
15 or methods for evaluating jobs and alining them by  
16 level;

17 (2) a time schedule for the conversion of existing  
18 job evaluation and ranking systems into the coordinated  
19 system;

20 (3) provision that the Civil Service Commission  
21 shall have general supervision of and control over the  
22 coordinated job evaluation and ranking system, includ-  
23 ing, if the Commission deems it appropriate, the au-  
24 thority to approve or disapprove the adoption, use and  
25 administration in the executive branch of the method

1                 (4) provision for the establishment of procedures  
2                 for the periodic review by the Civil Service Commis-  
3                 sion of the effectiveness of the method or methods  
4                 adopted for use under the system; and  
5                 (5) provision for maintenance of the system to  
6                 meet the changing needs of the executive branch in the  
7                 future.

8                 SEC. 302. In carrying out its functions under section  
9                 301 of this Act, the Commission shall consider all recog-  
10         nized methods of job evaluation and ranking.

11                 SEC. 303. The Civil Service Commission is authorized  
12         to secure directly from any executive agency, as defined  
13         by section 105 of title 5, United States Code, or any bureau,  
14         office, or part thereof, information, suggestions, estimates,  
15         statistics, and technical assistance for the purposes of this  
16         Act; and each such executive agency or bureau, office, or  
17         part thereof is authorized and directed to furnish such infor-  
18         mation, suggestions, estimates, statistics, and technical assist-  
19         ance directly to the Civil Service Commission upon request  
20         by the Commission.

21                 SEC. 304. (a) Within one year after the date of enact-  
22         ment of this Act, the Commission shall submit to the Presi-  
23         dent and the Congress an interim progress report on the  
24         current status and results of its activities under this Act,  
25         together with its current findings.

1       (b) Within two years after the date of enactment of  
2 this Act—

3           (1) the Civil Service Commission shall complete  
4 its functions under this Act and shall transmit to the  
5 President a comprehensive report of the results of its  
6 activities, together with its recommendations (including  
7 its draft of proposed legislation to carry out such recom-  
8 mendations), and

9           (2) the President shall transmit that report (in-  
10 cluding the recommendations and draft of proposed  
11 legislation of the Commission) to the Congress, to-  
12 gether with such recommendations as the President  
13 deems appropriate.

14       (c) The Commission shall submit to the Committees on  
15 Post Office and Civil Service of the Senate and House of  
16 Representatives once each calendar month, or at such other  
17 intervals as may be directed by those committees, or either  
18 of them, an interim progress report on the then current status  
19 and results of the activities of the Commission under this Act,  
20 together with the then current findings of the Commission.

21       (d) The Commission shall periodically consult with,

1 and solicit the views of, appropriate employee and profes-  
2 sional organizations.

3 (e) The organizational unit established under section  
4 301 of this Act shall cease to exist upon the submission of  
5 the report to the Congress under subsection (b) of this  
6 section.

Passed the House of Representatives February 16, 1970.

Attest: W. PAT JENNINGS,  
*Clerk.*

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